

Tennessee School for the Blind 2014-15 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p><i>Subject differentiation will be based on historically identified hard to fill positions. Those position include High School STEM area content teachers with a TVI Certification</i></p> <p><i>Placement differentiation will be based on historically identified hard to fill positions in the Outreach Department These positions are located in West, Mid, and East Tennessee and are Dual Certified TVI / Orientation & Mobility positions. Teachers must have both a TVI certification and be certified by the Academy for Certification of Vision</i></p>	<p><i>Teachers holding both a high school STEM content license and TVI certification or enrolled in a certification program, and teaching in that content area will receive a \$2,000 bonus.</i></p> <p><i>Teachers meeting the criteria in West and East Tennessee will receive a \$3,000 bonus. Teachers meeting the criteria in Middle Tennessee will receive a \$2,000 bonus.</i></p>	<p><i>Four teaching positions are eligible.</i></p> <p><i>Three teachers are estimated to receive this award <u>in 2014-2015.</u></i></p> <p><i>Four teaching positions are eligible.</i></p> <p><i>If all positions can be filled, Three teachers will receive the award in the <u>2014-2015 school year.</u></i></p>	<p><i>\$8,000 possible</i></p> <p><i>\$6,000</i></p> <p><i>\$10,000 possible</i></p> <p><i>\$8,000</i></p>	<p><i><1%*</i></p> <p><i><1%*</i></p>

	<i>Rehabilitation and Education Professionals as Orientation and Mobility Specialists to be eligible.</i>				
Additional Instructional Roles or Responsibilities	<p><i>Leadership positions with the school will receive an award. All of the identified leadership positions will be defined as follows:</i> <i>Principal, Assistant Principal, Dean of Students, Director of Outreach, Director of Support Services, and Academy Leaders (TEAM Certified evaluator).</i></p> <p><i>The positions of Principal, Assistant Principal, Dean of Students, Director of Outreach, and Director of Support Services must hold a state of Tennessee School administrator license or be enrolled in an administrative licensure program to be eligible for an award.</i></p> <p><i>Academy Leaders, must be TEAM evaluator certified to be eligible for an award.</i></p>	<p><i>All identified leadership positions are also teaching positions at TSB. The awards for the Principal, Dean of Students, Director of Outreach, Assistant Principal, and Director of Support Services will be an increase to their base salary. The awards to the Academy Leaders will be a bonus.</i></p> <p><i>The Principal, Dean of Students, and Director of Outreach will each receive a \$10,000 base salary increase. The Assistant Principal and Directory of Support Services will receive a \$7,000 base salary increase.</i></p> <p><i>Academy leaders, other than Principal, Assistant Principal, Director of Outreach, and Director of Support Services will each receive a \$3,000</i></p>	<p><i>Five Positions</i></p> <p><i>Three Academy Leaders</i></p>	<p><i>\$44,000</i></p> <p><i>\$9,000</i></p>	<p><i>1.3%*</i></p> <p><i><1%*</i></p>

		<i>bonus</i>			
Education	<i>Based on attached schedule</i>				
Experience	<i>Based on attached schedule</i>				

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.
See attached 2014-2015 Tennessee School for the Blind salary schedule.
2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?
Future state funding increases may be distributed through a combination of an across-the-board raise and differentiated pay.